

Civil Service Exemption Article 3, Special Town Meeting

Sandy Pooler, Town Manager

Julie Flaherty, Police Chief

Caryn Malloy, Director of Human Resources

Article 3 Impact

- Current Civil Service Hiring
- Civil Service Exam
- Physical exam
- Town can hire $2x + 1$
- Must hire in order of test score or use bypass
- Preference for Arlington residents
- Preference for veterans
- Civil Service Protections

- Proposed Change
- Town Exam/Assessment Center
- Physical exam
- Town can hire best candidates
- Town can hire best candidates
- No preference for Arlington Residents
- No preference for veterans
- Civil Service Protections

Current lack of applications is making filling vacancies very hard

Benefits of Article 3

- Increased applications
 - Police applications are down severely
 - Town that have left civil service have many more applicants
- Flexibility in hiring dates
- Hire the best candidates, avoid by-pass process
- Increase diversity
 - Hire candidates of color and with language skills
 - Enhance diversity of perspectives and motivations